UCSF newsbreak

NEWS FOR THE UCSF CAMPUS COMMUNITY VOL. 14, NO. 19 OCTOBER 8, 1999

INSIDE

UCSF to break ground at Mission Bay 3
Minority medical school enrollment drops 4-5
Salary hikes are coming November 1 6

CHRIS T. ANDERSON

Melissa Welch, chief medical officer for Community Health Network, gets an autographed copy of a new historical book about San Francisco General Hospital from co-authors Moses Grossman, left, and William Blaisdell.

Doctors pen history of SF General

BY PAULA MURPHY

"One hundred and fifty years ago the forty-niners came to California, the sleepy village of Yerba Buena became San Francisco and just a scant few years later the San Francisco Hospital was born. This City institution, which in time became San Francisco General Hospital, has had a wonderfully rich and colorful history paralleling that of our city."

So reads the introduction to a new book on the history of San Francisco General Hospital Medical Center written by former SFGH physicians F. William Blaisdell and Moses Grossman, who launched the publication of their book "Catastrophes, Epidemics and Disasters: San Francisco General Hospital and the Evolution of Public Care" at a special grand rounds in Carr Auditorium on Sept. 24.

Grossman will give a talk on the history of San Francisco General at the next meeting of the Bay Area History of Medicine Club on Wednesday, Oct. 13, at 8 p.m. in Health Sciences West 300.

Chapters in the book cover topics from "Death and Disease and the Forty Niners," to the "White Plague" (tuberculosis) and "Red Plague" (STDs) to the pioneering efforts combating AIDS.

"The development of public care in San Francisco is intimately related to the history of California and the development of medical practice in the State," write the authors. "[SFGH] can rightly claim to be the most outstanding public hospital in the United States."

Indeed, the UCSF-affiliated hospital is repeatedly recognized as the premier place for patients with HIV and AIDS. Physicians there first recognized the AIDS epidemic, opened the first AIDS ward and the hospital is currently the country's acknowledged leader in the care of this disease.

Some of the other fascinating tidbits gleaned from the book are:

- The hospital was the first training site for female nurses in the West and it developed the first nursing school in California;
- it served as a national model for responding to "trauma epidemics" such as the violence and drug use resulting from the "hippie movement in the Haight Ashbury area and the Viet Nam War;"
- it developed the first blood bank in the western US; and
- until 1966, the hospital was the sole provider of emergency care in San Francisco.

Grossman, professor emeritus of pediatrics, has been associated with SFGH since 1960 and served until 1992 as chief of pediatrics and infectious disease. He was associate dean for SFGH from 1964 to 1974 and is still active on the teaching staff.

Grossman, perhaps more than any other person, has seen, experienced, and shaped much of the change at the hospital over the past five decades. He has worked diligently to create a medical and social service net for San Francisco's abused children.

Blaisdell first entered SFGH as a medical student in 1948, and spent most of his surgical training there between 1955 and 1959, and returned as chief of the surgical service, serving from 1966 to 1978.

New insight into cancer development

BY JENNIFER O'BRIEN

UCSF researchers have identified a new variable in the process that causes cells to become cancerous, and the finding could ultimately provide a new marker for cancer diagnosis and prognosis, and a new target for therapy.

The discovery, described as "very exciting" by one of the senior authors, centers on fibroblasts, cells that help form the supportive base surrounding epithelial cells — which line the glands, ducts and surfaces of organs, such as the breast, colon and stomach, and are the cells from which most cancers arise.

Using cells derived from human prostates, the UCSF Cancer Center researchers discovered that epithelial cells that are "initiated," or midway down the genetically destabilizing road towards cancer, engage in a molecular dialogue with surrounding fibroblasts that is critical to their development into full-fledged cancer.

When the fibroblasts, so-called carcinoma-associated fibroblasts (CAFs) – which look the same as normal fibroblasts, but are not — were grown next to "initiated" human prostate epithelial cells, they "dramatically stimulated the progression" of the cells toward a cancerous state.

But when CAFs were absent, the "initiated" prostate epithelial cells, which have acquired some, but not all, of the genetic mutations that undermine a cell's regulatory control, did not progress further toward cancer.

"The finding represents an important new insight into the complex process by which a cell becomes cancerous," says Gerald R. Cunha, UCSF professor of urology and anatomy and the scientist who made the seminal observations of the phenomenon. "We consider this finding an important first step in a new field of cancer research."

"Our data indicates that the multi-step progression of cancer development involves genetic alterations in the epithelium as well as contributions from the surrounding supportive tissue, which includes fibroblasts," adds Thea D. Tlsty, UCSF professor of pathology and the other senior author of the study. "Both components are necessary for this process — neither component alone is sufficient to induce tumor progression."

The human prostate epithelial cells were examined in mice and cell culture. While the study focused on prostate cells, the finding "is fundamental to cancer processes in general," says co-author Simon W. Hayward, UCSF assistant adjunct professor of urology and anatomy. "It potentially opens a whole new field for cancer diagnosis, prognosis and treatment."

Scientists have long known that epithelial cells and fibroblasts exchange molecular signals that are critical for tissue formation during embryonic development, wound healing and numerous other physiological functions.But scientists have not known what role, if any, CAFs play in the development or progression of epithelial cells into cancerous cells.

UC, Stanford consult with faculty leaders in merger review

BY LISA CISNEROS

With a proposal on how to proceed with UCSF Stanford Health Care expected in a few weeks, officials want to know whether faculty are committed to making the merger work.

UC President Richard Atkinson and Stanford University President Gerhard Casper requested their respective staffs to reassess the merger so that each university could meet its public and private missions and benefit from consolidation opportunities.

At UC, a team headed by William Gurtner, systemwide vice president for clinical services development, has been exploring three options: whether to maintain the merger, dissolve it or modify it.

The merger review was expected to be completed by Oct. 1, but it is taking more time now that faculty have been asked to "raise and address those issues that may be critical to achieving faculty integration," according to a joint statement issued last Friday by UC and Stanford.

After consulting with faculty, the universities will finalize their independent and joint reports and expect to make recommendations to the UCSF Stanford board within the next several weeks.

The UC Regents Committee on Health Services will hear an update on the merger on Thursday, Oct. 14 at Laurel Heights.

Meanwhile, UCSF faculty and staff continue to work on a plan for the smooth transfer of inpatient services and emergency services from Mount Zion to the UCSF Medical Center on Parnassus. It's expected that a plan and timetable will be presented to the UCSF Stanford board at its meeting on Friday, Oct. 22.

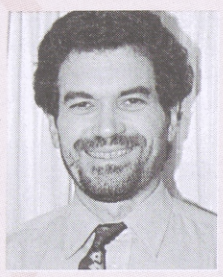
Originally proposed by UCSF Stanford administrators, the plan to focus on outpatient care, urgent care and ambulatory surgery at Mount Zion was reluctantly endorsed by UCSF School of Medicine faculty leaders last month. Facing losses of $86 million on a $1.5 billion budget, UCSF Stanford will update the status of its overall recovery plan to cut $170 million in expenses, in part by reducing 2,000 jobs across the system at the Oct. 22 meeting.

(SEE USHC ON PAGE 7)

University of California
San Francisco
UCSF
Public Affairs
University Publications

appointments

Dodd



Pérez-Stable

Featherstone

Marylin Dodd, professor of physiological nursing, director for the Center for Symptom Management, and associate dean of academic affairs: Appointed as acting dean of the UCSF School of Nursing until a permanent appointment is made.

Dodd's multidisciplinary research tests self-care interventions (PRO-SELF Program) to manage the symptoms of cancer and the side effects of cancer treatment. Her research team includes members from the schools of medicine, pharmacy, dentistry, and exercise physiology. She serves as the only nurse on the National Institute of Dental Research's Coordinating Panel of the National Oral Health Information Clearinghouse.

In addition to her administrative and research roles, Dodd teaches in nursing oncology. She works primarily with pre- and postdoctoral fellows in symptom management, and with students learning to treat HIV/AIDS.

Dodd earned a RN from Vancouver General Hospital, British Columbia, Canada; a BSN from the University of Washington, Seattle; a MSN from the University of Washington, Seattle; and a PhD from Wayne State University, Detroit.

Dodd's honors include being elected a Fellow of the American Academy of Nursing in 1986, and receiving the Oncology Nursing Society/ Schering Excellence in Research Award in 1993 and 1996, the 13th Helen Nahm Research Lectureship from the UCSF School of Nursing in 1993, the Best Original Research Paper in Cancer Nursing in 1994 and 1996, the 1997 Oncology Nursing Society's Distinguished Researcher Award, and the Western Institute of Nursing Distinguished Research Lectureship in 1999.

John A. Featherstone, interim chair of the departments of restorative dentistry and dental public health and hygiene, UCSF School of Dentistry: Appointed chair of the department of restorative dentistry.

A teacher, administrator and research scientist, Featherstone has devoted his career to preventing and treating dental disease with an emphasis on caries risk assessment. He is one of the world's leaders in understanding the effects of fluoride on dental enamel, and he is a key innovator using lasers to reconfigure enamel crystal structure to reduce caries.

A native of New Zealand, Featherstone completed baccalaureate studies in chemistry and mathematics at Victoria University of Wellington, New Zealand; obtained a master's degree in physical chemistry from the University of Manchester, England; and returned to Victoria University for his PhD degree in chemistry.

In addition to working in the pharmaceutical industry, Featherstone joined the faculty in the department of caries research of the Eastman Dental Center in Rochester, New York, where he became chair of the department of oral sciences.

He came to UCSF in 1995 as a professor in the department of restorative dentistry and was named its interim director a year later. He is credited with a major restructuring of the department leading to improvements in clinical teaching.

Eliseo J. Pérez-Stable, professor of medicine: Appointed division chief of general internal medicine.

The largest division in the department of medicine, the division of general internal medicine is responsible for two general internal medicine practices, a primary practice at Mount Zion, a satellite office at Lakeshore and the attending coverage for the medical service at Moffitt/Long hospitals, among other services.

Pérez-Stable earned his BA and MD from the University of Miami. He completed a Henry J. Kaiser Family Foundation fellowship in general internal medicine before being appointed assistant professor at UCSF in July 1983.

Pérez-Stable's research has focused on risk factor reduction interventions for Latino populations and health care issues affecting minorities. He is co-director of the UCSF Medical Effectiveness Research Center for Diverse Populations (MERC) and director of the Center for Aging in Diverse Communities (CADC). Both programs train minority scientists by focusing on mentoring relationships with established faculty.

Mucke receives Alzheimer's award

Lennart Mucke, director of the Gladstone Institute of Neurological Disease and professor of neurology at UCSF, has been selected to receive the Alzheimer's Association's 1999 Zenith Award for Alzheimer's disease research.

Eight researchers nationwide were selected to receive this honor, and each will be awarded $200,000 over two years.

"The Zenith Awards are an especially exciting part of the association's grant-making program because they are significant financial awards to senior scientists doing the most aggressive, innovative work," said William Fisher, executive director, Alzheimer's Association Greater San Francisco Bay Area Chapter. "These are the kinds of groundbreaking projects that open new doors and serve as the catalyst for important new developments in Alzheimer research."

Mucke is studying new Alzheimer's disease treatment strategies in transgenic mouse models — mice that have been genetically altered to develop Alzheimer's disease-like memory impairments. It is well known that inheriting a special protein, called apolipoprotein E4 (apoE4), dramatically increases the risk of developing Alzheimer's disease. But it is not known how apoE4 contributes to the disease or whether blocking apoE4 activity with drugs could help people with Alzheimer's. Mucke's research will determine whether decreasing the levels of apoE4 in brains of mice for different periods of time can improve cognitive function and diminish neurodegeneration. The results of these studies could provide important guidance in the development of apoE4-targeted drug treatments.

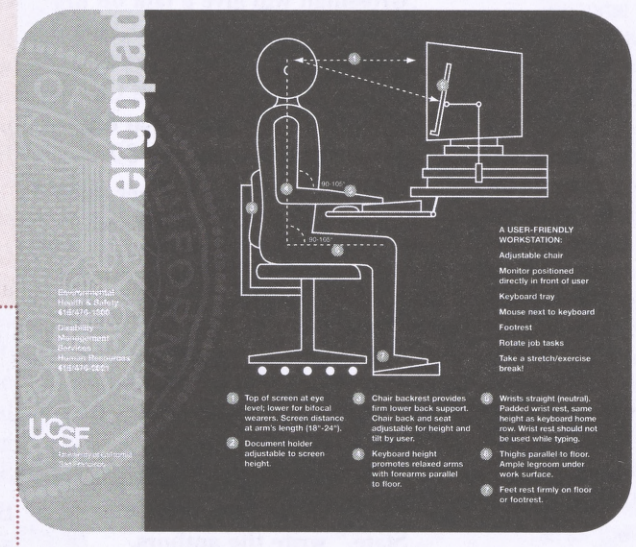
"It is absolutely crucial that we provide scientists with the resources they need to help us create a world without Alzheimer's disease," said Bill Thies, vice president of medical & scientific affairs for the Alzheimer's Association.

"About four million Americans currently have Alzheimer's and unless a cure or prevention is found, that number could grow to 14 million in just the next 50 years." This could translate to about 250,000 Bay Area residents.

Two additional research grants have been awarded to neuroscientists at the Gladstone Institute and UCSF. Receiving these additional association awards are: Jacob Raber, $180,000 over three years to investigate "The Role of Sex Steroids in ApoE4-induced Cognitive Impairments"; and Tony Wyss-Coray, $180,000 over three years to investigate "TGF-1 as a Potential Risk Modifier of Alzheimer's Disease."

Alzheimer's disease is a progressive, degenerative disease that usually manifests itself with subtle symptoms of memory loss and forgetfulness. These early symptoms are often dismissed as normal signs of aging. As the disease takes its toll, it eventually causes people to lose their ability to think and function independently.

The association is the only national voluntary health organization dedicated to conquering Alzheimer's disease through research and providing support and assistance to those afflicted with the disease, their caregivers and family members. Since its founding in 1980, the Alzheimer's Association has awarded more than $70 million in research grants, making it the largest private funder of Alzheimer research.


ergopad
A USER-FRIENDLY WORKSTATION:
Adjustable chair
Monitor positioned directly in front of user
Keyboard tray
Mouse next to keyboard
Footrest
Rotate job tasks
Take a stretch/exercise break!
1 Top of screen at eye level; lower for bifocal wearers. Screen distance at arm's length (18"-24").
2 Document holder adjustable to screen height.
3 Chair backrest provides firm lower back support. Chair back and seat adjustable for height and tilt by user.
4 Keyboard height promotes relaxed arms with forearms parallel to floor.
5 Wrists straight (neutral). Padded wrist rest, same height as keyboard home row. Wrist rest should not be used while typing.
6 Thighs parallel to floor. Ample legroom under work surface.
7 Feet rest firmly on floor or footrest.
UCSF

Excellent ergopad

The judges of the 1999 University & College Designers Association (UCDA) selected an ergopad designed by Martha Fitzgerald, principal designer for UCSF publications, for an excellence award from more than 1,300 print entries for display at the UCDA design show in San Francisco held Oct. 2-5.

PRIVATE SUPPORT

UCSF is pleased to acknowledge the following gifts/pledges of $25,000 or more from individuals, corporations and foundations received August 30-September 24, 1999.

$2,500,000 or more

Sandler Family Supporting Foundation

$500,000 - $999,999

Howard Hughes Medical Institute

Mr. Thomas A. Oliver

Dr. and Mrs. Howard J. Weinberger

$250,000 - $499,999

Mr. Thomas A. Oliver

That Man May See, Inc.

$100,000 - $249,999

Burroughs Wellcome Fund

Howard Hughes Medical Institute

Estate of Martell J. Kaliski

Esther & Joseph Klingenstein Foundation

Oncology Nursing Foundation

$25,000 - $99,999

Anonymous

Dr. and Mrs. Mitchel S. Berger

Mr. and Mrs. Anthony D. Bilich

Mrs. Ruth P. Blanke

The Buffett Foundation

California Urology Foundation

Mr. James G. Coulter

Charles E. Culpeper Foundation

The D & DF Foundation

The John Douglas French Alzheimer's Foundation

Estate of Mabel L. Gee

Hepatitis Research Foundation

Ved M. Khosla, DDS and Santosh Ved Khosla, MD

Mrs. Frances N. Lilienthal

Prof. Ida M. Martinson

Mount Zion Health Fund

Pharmacia & Upjohn

The San Francisco General Hospital Foundation

Mr. and Mrs. Bertram M. Tonkin

VZV Research Foundation, Inc.

Wells Fargo Foundation

UCSF NEWSBREAK

(ISSN0891-6063) Volume 14, Number 19, Oct. 9–22, 1999. Published by the University of California, 3333 California St., Suite 103, San Francisco, CA, 94143-0462, 22 issues per year — semimonthly January and July, biweekly February through June and September—October, monthly August, November, December. Periodical postage paid at San Francisco, CA. POSTMASTER: Send address changes to UCSF Newsbreak, Mail Services, 1855 Folsom St., Suite 156, SF 94143-0888.

DEADLINE for the next issue, to cover Oct. 23–Nov. 5, 1999, will be on **FRIDAY, OCT. 15.** Please fax news to Newsbreak at 476-3541 or mail to Box 0462 or email to lcisneros@pubaff.ucsf.edu. Send calendar items to Nancy Heller at nheller@pubaff.ucsf.edu or Box 0462. Fax last-minute copy to 476-3541. For address and distribution changes, call C.J. Burleson at 476-6791.

The University of California is an affirmative action/equal opportunity employer. UCSF fully ascribes to the Americans with Disabilities Act. To view this communication in an alternate format, contact Lisa Cisneros at 476-3256 with your suggestions.

ASSISTANT VICE CHANCELLOR PUBLIC AFFAIRS:
Carol Fox

EXECUTIVE EDITOR:
Jeff Miller

EDITOR:
Lisa Cisneros

CONTRIBUTORS:
Paula Murphy, Andy Evangelista, Nancy Heller and the UCSF News Services staff

COPY EDITOR:
Daniel Rowe

SENIOR DESIGNER:
Martha Fitzgerald

DESIGN & PRODUCTION:
Victoria Maier

PRINTED WITH SOYBEAN INKS

This publication is printed on recycled paper using soybean-based inks.

University of California
San Francisco
UCSF
Public Affairs
University Publications

UCSF to break ground for scientific renaissance at Mission Bay

UCSF will celebrate the groundbreaking of its new health sciences campus at Mission Bay on October 25, marking the most important single undertaking in the University's 135-year history and the largest urban revitalization project ever in San Francisco.

The 43-acre UCSF teaching and research campus is expected to become the centerpiece of Mission Bay, a 303-acre development project located a mile south of downtown.

Catellus Development Corporation and the City and County of San Francisco donated all of the land for the new UCSF campus. No other research university in the country has been given a similar blank slate of land on which to design facilities and bring together different combinations of scientists to pursue novel lines of research that will exploit what is known and uncover what is not.

"For more than 130 years, San Francisco and UCSF have shared a history of opportunity, innovation and accomplishment," says San Francisco Mayor Willie L. Brown Jr. "With UCSF's new campus located at the heart of the Mission Bay development, this partnership between a great city and a great university promises to continue long into the future."

For UCSF, the Mission Bay campus offers an opportunity to reconfigure and rethink research efforts to explore, examine and ultimately answer some of the most perplexing questions of human existence — from what sustains disease to what governs human behavior — and to put that knowledge to work to improve the health of all. The new campus will draw basic scientists working in new programs in human genetics, brain development and advanced technology — areas where the UCSF tradition of collaboration is expected to yield valuable insights into fields such as how cells communicate, how the brain learns and methods for creating personally tailored drugs for a variety of diseases and conditions. The new campus will nearly double the research space at UCSF, where researchers currently work in laboratories about half the size of comparable institutions.

For the City and County of San Francisco, the overall project means building a new neighborhood of housing units, retail space, parks, a public school, a UCSF campus and commercial zones that will all revitalize Mission Bay — the last vacant tract of land in a crowded and confined city. Mission Bay will also be home to a special business zone reserved for biotechnology, pharmaceutical and other life sciences companies, promising to secure economic growth, promote partnerships and create opportunities for San Franciscans well into the 21st Century.

"The proximity of life science industries should foster new and intellectually powerful research partnerships," says UCSF Chancellor Mike Bishop.

The San Francisco Partnership, a private, nonprofit economic development agency, and the UCSF Mission Bay Campus Limited Liability Company, a partnership between Bay Area Life Sciences Alliance, a nonprofit group of Bay Area business leaders, have worked closely with UCSF to develop the plan for the new campus. The master plan and design guidelines for UCSF Mission Bay, prepared by Machado & Silvetti Associates Inc. with Gordon H. Chong & Partners, a Joint Venture in association with the Olin Partnership, combine the collaborative principles of UCSF science with a commitment to at least eight acres of open spaces.

Two world-renowned architects -— Ricardo Legorreta and Cesar Pelli — have been selected to design the buildings that will complete the first phase of the Mission Bay campus. Legorreta, founder of Legorreta Arquitectos in Mexico City, will design the campus community center, which will serve as a visual focal point for the new campus and as the hub of UCSF services for students, faculty, staff, and the public. Pelli, former dean of the Yale University School of Architecture and founder of Cesar Pelli & Associates in New Haven, Conn., will design a 165,000-square-foot research laboratory building intended to serve as a major neuroscience research center.

Peter Walker & Partners, a landscape design firm located in Berkeley, will serve as special consultants for the first phase of the Mission Bay project, including the campus green.

Planners hope to begin construction of the community center and neuroscience laboratory building shortly after work begins on the first laboratory building. That building will house two umbrella research teams — the Structural and Chemical Biology group and the Molecular, Cell and Developmental Biology group as well as a new Center for Advanced Technology. The design architect for the first building is Zimmer Gunsul Frasca Partnership in Los Angeles and the executive architect is SMP/SGH Inc. in San Francisco.

Construction of these first three buildings and development of the campus green will be the initial phase in the creation of UCSF Mission Bay. Over the next 20 years, UCSF plans to develop 2.65 million square feet of new research, teaching, and support space at Mission Bay.

medical call board

Gulf War illnesses

The San Francisco Veterans Affairs Medical Center (VAMC) is among the 30 sites across the country participating in the first large-scale effort to treat the unexplained fatigue, muscle/joint pain, and memory loss experience by thousands of Gulf War veterans.

Gulf War illnesses don't fit precisely into any medical diagnosis and share the same vague symptoms and unclear causes as other "syndromes" such as chronic fatigue and fibromyalgia. Roughly 1,000 men and women in San Francisco suffer from Gulf War illnesses. Most are in their thirties.

One trial will test whether the antibiotic doxycycline is effective in treating the illnesses reported by Gulf War veterans. A current hypothesis for the unexplained ailments is a bacterial infection caused by Mycoplasma fermentans, which antibiotics could theoretically treat. The year-long trial will compare the effectiveness of doxycycline against an inactive placebo.

The second study will test the effectiveness of low-levels of aerobic exercise. Participants will do gentle exercises, such as stretching and biking, once a week for 12 weeks at the VAMC, coupled with exercises done at home. They will also receive training in managing pain, enhancing memory, and conserving strength.

To participate in either of the two studies, veterans must have served in the Gulf War between August 1990 and August 1991 and must currently be suffering from at least two of the three aforementioned symptoms. Veterans must also test positive for Mycoplasma infection to participate in the antibiotic study. Interested veterans should call 221-4810, ext. 2287 for more information.

HIV research

Researchers at the Center for AIDS Prevention Studies at UCSF are seeking HIV-positive gay men to participate in a stress and coping-skills building program.

The CHANgES Project will evaluate different approaches to dealing with stress. One-third of the men will receive periodic phone calls asking about HIV-related concerns in their lives and the community followed by a workshop or individual training in coping skills. One-third will receive a three-month weekly skills-building course followed by a series of frequent booster sessions, and one-third will receive the same three-month weekly skills-building course followed by less frequent booster sessions.

Participants must be 21 years or older, have a CD4 count greater than 50, remain in the San Francisco Bay Area for the next year, and not have a current substance dependency.

Compensation is provided for eligible participants, and all information is kept confidential. Interested persons should call 597-9169.

Memory loss

The UCSF Memory Disorders Clinic is seeking volunteers to participate in a national, three-year clinical trial designed to test the effectiveness of two drugs aimed at preventing or stalling the progression of serious memory loss to Alzheimer's disease. Volunteers should be men and women, ages 55-90, who are beginning to experience serious memory loss but who do not have Alzheimer's disease.

The Memory Impairment Study will test the usefulness of two drugs, donepezil and Vitamin E. The study, funded by the National Institute of Aging, is being conducted at 60 to 80 sites across the US and Canada. Patients or caregivers who are interested in participating in the UCSF portion of the clinical trial should contact the UCSF Mild Cognitive Impairment study coordinator, Rosalie Gearhart at 885-7827. People outside the Bay Area seeking more information may call 888/455-0655, or visit the web site: www.memorystudy.org.

Osteoporosis project

UCSF researchers are now enrolling healthy children and adolescents (ages 7-21) to evaluate bone density. Subjects will receive $50 reimbursement for less than three hours of participation, which requires blood samples and bone radiographic studies. Cumulative radiation exposure is minimal. Parking passes will be provided. For more information, call Cari Deloa at 502-7685.

Post-menopause

Researchers are looking for volunteers to participate in a study of leg muscle function. They need women, ages 65 to 75, whether or not they are taking hormone replacement therapy. The study will require up to two visits to the VA Medical Center in San Francisco. Each visit will take about one to two hours. Volunteers will be paid for their time. Participants should be non-smokers; free from heart disease, high blood pressure, diabetes and other major illness; and should not be athletes. For more information, please contact Julie Doyle at 221-4810, ext. 3599.

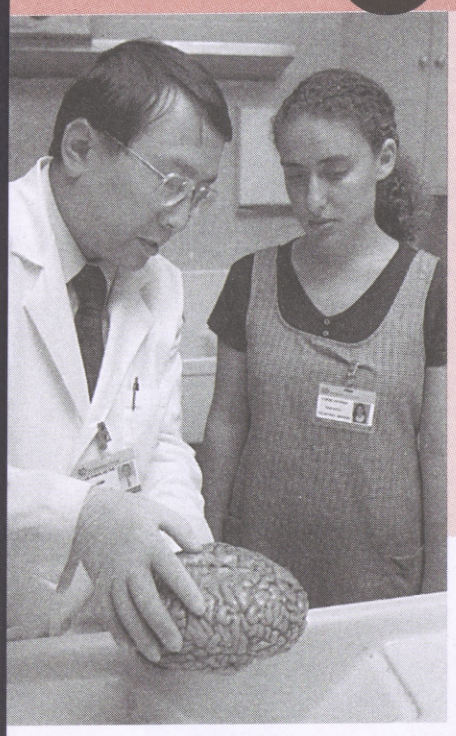
Hair loss

Volunteers with male pattern hair loss are needed for a UCSF study. Participants should be between the ages of 41 and 60 and be in good general health. Those who qualify may receive free medication, free examinations, and financial compensation. For more information, call the UCSF Hair Research Center at 476-2572, 476-3638 or 476-3636.

Jaw pain

The School of Dentistry is looking for participants who have experienced jaw muscle pain for at least 12 weeks for an acupuncture study. Participants must be at least 18 years old and be available for two visits to the UCSF Orofacial Pain Center and fill out eight weekly pain reports. Participants will receive $50 for completing the study. A free examination is needed to qualify. For more information, call dentists Susan Woo at 476-6100, ext. 50853, or Greg Goddard at 476-2522.

outreach & op



A physician works with a high school student in the internship program offered at the UCSF-Fresno Medical Education Program.

Minority medical school enrollment drops while UCSF expands outreach

BY LISA CISNEROS

Despite increased outreach efforts, enrollment of underrepresented minorities in the UCSF School of Medicine has dropped for the fourth consecutive year to this year's 13.5 percent or 19 students in the first-year class, according to figures released Tuesday by the UC Office of the President.

A total of 453 underrepresented minorities, a collective term for American Indian/Alaskan Natives, African-Americans, Mexican-American/Chicano, and Puerto Rican, applied to the UCSF School of Medicine this fall. And while 50 were admitted — an increase of six offers from the previous year — only 19 chose to attend.

This first-year class has the lowest number of underrepresented minorities in the medical school since 1969, the year the University implemented affirmative action programs, according to Michael Drake, associate dean of admissions for the School of Medicine.

Last year, UCSF offered admissions to 44 underrepresented minorities and 24 enrolled, accounting for 17 percent of the class.

"What's different this year is that even though we made six more offers of admission [to underrepresented minorities], we're minus five students," Drake says. "Not only do we have the fewest underrepresented minorities in 30 years, but we have the lowest acceptance rate that we have ever had."

"For whatever reasons, students have gone elsewhere and what we've seen is that they have not gone to other California medical schools," Drake says.

Medical students who reject UCSF report in exit surveys a variety of reasons why they choose to go elsewhere, such as better financial scholarships, but they often cite concerns with California politics in conversations, Drake notes.

In 1995, UCSF's medical school received 731 applications from underrepresented minorities. That year an all-time high of 42 underrepresented minority medical students enrolled, representing 29.8 percent of the first-year class.

Of the 196 offers of admission to underrepresented medical students to UC's five medical schools this year, only 63 actually enrolled. They represent 11.1 percent of UC's 569 first-year medical students. The number of applications from underrepresented minorities to the medical schools at UC Davis, UC Irvine, UCLA, UC San Diego and UCSF also declined from a high of 3,258 in 1995 to 2,113 this year. The drop in applications and acceptances has prompted UC President Richard Atkinson to form a task force to investigate the issue. (See story on page 5.)

"We have to redouble our efforts to make everyone feel welcome," says Drake, who expects to serve on the minority enrollment task force. "It's important for us to get the message out that achieving a diverse student body has always been a crucial component of our goal of overall excellence."

Kevin Grumbach, director of the UCSF Center for California Health Workforce Studies, issued a report in March documenting the decline in minority enrollment in California, where the magnitude of the reductions has been much greater than the nation overall. The report concluded that the UC Regents' decision to abolish selective admissions policies for underrepresented minorities and the passage of Proposition 209 are likely to have contributed to the decline in their enrollment in California medical schools.

"Qualified minority students appear to be preferentially enrolling in medical schools outside of California that have not been forced to roll back their affirmative action programs," he says.

The enrollment trends go beyond the lost opportunities for the underrepresented students themselves, says Grumbach, UCSF professor and chief of family and community medicine at San Francisco General Hospital Medical Center. "African-American and Latino physicians are much more likely than other physicians to practice in low-income, minority communities — communities that tend to have a shortage of physicians," he says.

The report recommended, among other things, that California reinstate selective admission policies for underrepresented minorities in California medical schools.

The UC Regents banned the consideration of race and gender in the selection process for admission to UC in July 1995. Proposition 209, approved by California voters in November 1996, prohibits the consideration of race and gender in state employment, education and contracting programs.

The Regents established the UC Outreach Task Force in 1995 to identify ways to assure that the University remains accessible to students of diverse backgrounds. The task force recommends a four-point strategy, including developing school-centered partnerships, expanding academic development programs, and implementing an aggressive informational outreach program to attract a diverse student body.

This year's $2.7 billion UC budget provides $17 million in new funding for outreach programs and K-12 academic improvement initiatives and adds $1.5 million in new funding for UC outreach programs to prospective graduate and professional school students.

UCSF's outreach update

At the UC Regents' meeting last month, Chancellor Mike Bishop summed up the challenges in achieving diversity in a report about UCSF's science education and outreach efforts.

"Although UCSF does not grant undergraduate degrees, we have a very strong stake in the quality of the early education for our future professional and graduate students. Thus, we are an enthusiastic partner in the Universitywide effort to promote student access to higher education at all levels," Bishop said. "But the specialized mission of UCSF also draws our attention to a particular problem: the decline in numbers of disadvantaged students who are choosing advanced education as health care professionals and biomedical scientists.

"The problem is even more severe in the case of biomedical research scientists. Each year, among the thousands of PhDs awarded in the relevant disciplines, there is only a handful of minority students, and in recent years, the number of applications from minorities to graduate school in these disciplines has become vanishingly small. UCSF has been among the pioneering forces in efforts to remedy these problems."

Attkisson, dean of Graduate Studies and associate vice chancellor for student academic affairs, says the University is expanding its outreach programs, which include afterschool programs, summer enrichment, teacher professional development and graduate and professional outreach.

The Science & Health Education Partnership (SEP) is one of the best examples of UCSF's efforts to improve the understanding of science and health in the San Francisco Unified School District (SFUSD), where some 85 percent of the students are minorities. The brainchild of former UCSF professor Bruce Alberts, now president of the National Academy of Sciences, SEP kicked off its 13th season last week. A collaboration between UCSF and SFUSD, SEP brings together scientists, health clinicians and teachers in 80 percent of San Francisco schools. Among its various offerings, SEP conducts a summer internship program for local high school students who do real science and learn about science careers.

Besides reaching a broad audience of students, parents, teachers and school counselors at college fairs, career days and workshops, UCSF also hosts intensive educational programs for students at all levels. UCSF's long-term goal is to reach 100 students at elementary, middle and high school levels, Attkisson says.

For example, this past summer, UCSF, under the direction of the School of Dentistry, launched the Health Science Enrichment Program, which brought 34 high school juniors and seniors to UCSF in an intensive six-week course that introduced them to health science careers. A partnership with local high schools and the University of San Francisco, which offered its classrooms for math and sciences lessons, the program also helped students select a college, write personal statements, develop study and verbal skills and build self-esteem.

UCSF also encourages disadvantaged college students toward pursuing health science careers through new post-baccalaureate programs in dentistry and medicine. All five students who participated in the inaugural Dental Post-Baccalaureate Program last year received offers of admission to dental school. The medical school began a similar program this year with 12 students and hopes to recruit 22 next year.

Evidence shows that the Graduate Division's 15-year-old summer research training program also is achieving positive results. Of those students who participated in the programs from 1985 to 1999, 60 percent have gone on to graduate studies, according to Attkisson. Of this 60 percent, 29 percent pursued medical, dental or pharmacist degrees and 27 percent pursued PhDs.

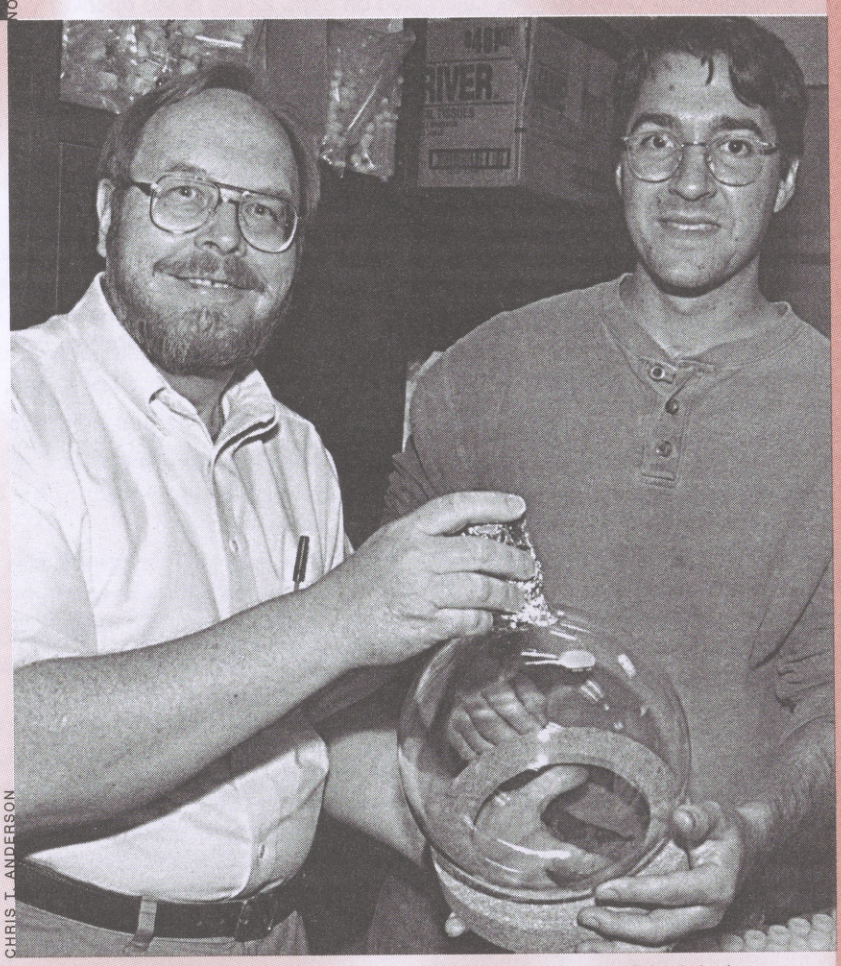
UCSF is committed to evaluating each of its programs, Attkisson says, and is looking to extend outreach efforts to students in South San Francisco, Daly City and northern San Mateo County, intensify collaboration with other UC campuses and help develop a public school on the UCSF Mission Bay campus.

"We are proud of the entrepreneurial spirit that has marked our efforts in establishing outreach programs," Bishop told the Regents. "That spirit serves as the best evidence that our leadership, faculty, staff and students are deeply and effectively committed to the cause of outreach."

pportunities

CHRIS T. ANDERSON

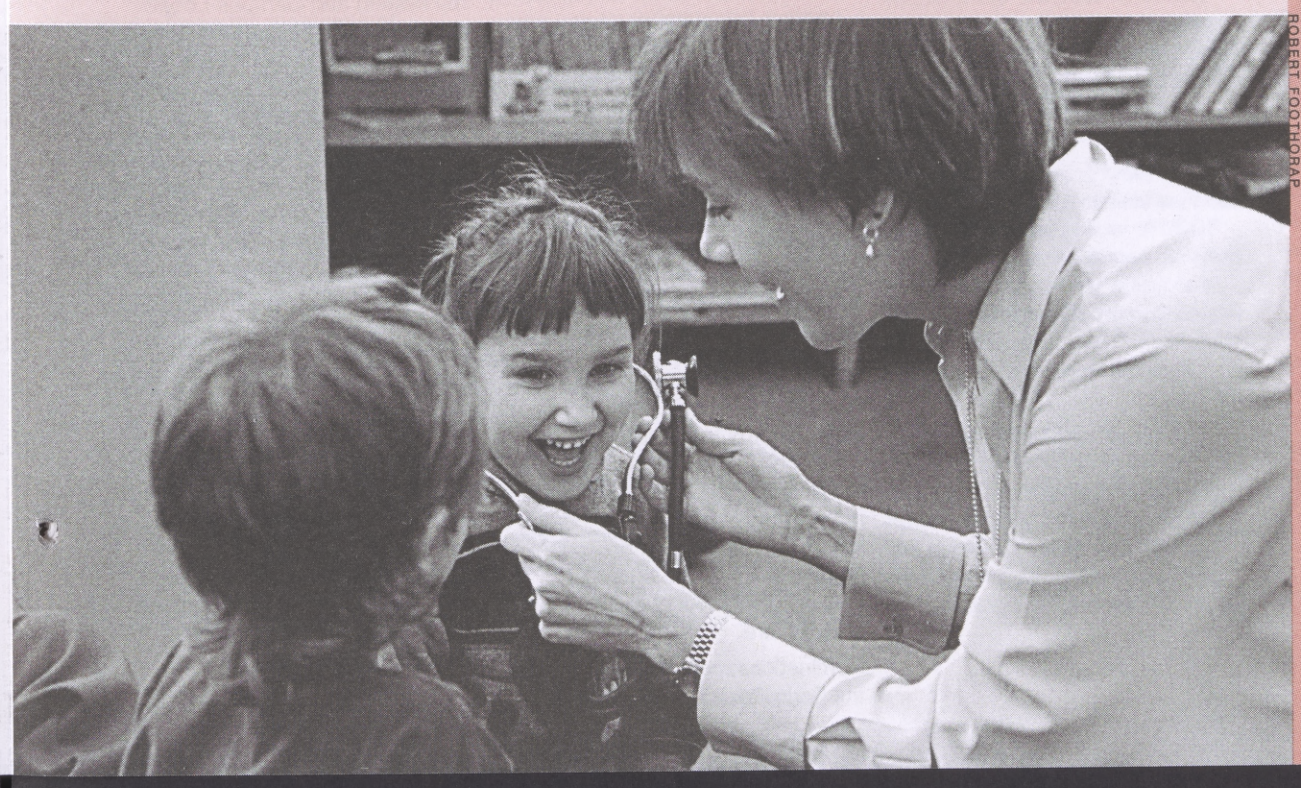
Michelle Feliciano-Turner shows Victoria Lau, right, and Wennie Chen how to brush and floss properly at San Francisco's Mission High School. Feliciano-Turner was among the first to take advantage of the UCSF School of Dentistry's Post-Baccalaureate Program designed to encourage diversity among dentists.



CHRIS T. ANDERSON

Ian Menge, right, a postdoctoral fellow at UCSF, helps Al Sefl, a Mission High School physics teacher, get supplies to enhance his lessons as part of an annual equipment giveaway organized by the UCSF Science & Health Education Partnership program.

> We are proud of the entrepreneurial spirit that has marked our efforts in establishing outreach programs.



ROBERT FOOTHORAP

A third-year medical student talks about health with first-graders at San Francisco's Jefferson Elementary School.

UC establishes task force on minority medical school enrollment

The University of California is establishing a task force to examine declines in the enrollment of first-year underrepresented students at the University's five medical schools.

Citing a 12.5 percent drop from last year, President Richard C. Atkinson on Tuesday is directing the task force to:

1) Examine the reasons for this decline, given that the number of admission offers to underrepresented students increased nearly 30 percent this year;

2) assess longer-term trends in underrepresented minority enrollment in the University's medical schools and their implications for both education and access to health care; and

3) recommend steps that UC can take to encourage more underrepresented students to choose health sciences careers, prepare them for admission and recruit them to UC.

Atkinson will ask the task force to complete its work by next spring.

"We know that many factors, from the availability of scholarships to geographical location, influence students' choices about medical school," said Atkinson."But a significant number of underrepresented students accepted at UC this year chose to go elsewhere, and understanding why could make a difference to our outreach efforts."

The University's five medical schools enrolled 569 first-year students this fall. A total of 196 admissions offers were made to underrepresented minority students. Some students likely received offers from more than one UC medical school. Last year, 151 admission offers were made. Despite the 30 percent increase in the number of admissions offers this fall, acceptances from underrepresented students dropped to 63 from the previous year's 72, a decline of 12.5 percent.

This year's figures continue a downward trend that began in 1993. Data prepared by the American Association of Medical Colleges shows that as recently as the early 1990s, four of UC's five medical schools ranked within the top eight medical schools nationally in the percentage of their graduates who were underrepresented students.

UC Vice President for Health Affairs Cornelius L. Hopper will chair the task force, which will look at both short- and long-term trends in the admission and enrollment of underrepresented minorities, among them African-Americans, Mexican-Americans and Native Americans.

"The continuing decline in enrollment of underrepresented students is particularly disturbing in view of the increasing diversity of the state and the University's prior record in this area," said Hopper. "We believe that expanding the number of underrepresented students trained by UC medical schools is one vital dimension of our efforts to improve access to care for medically underserved groups and communities in California."

Hopper has served as vice president of health affairs for the last 16 of his 20 years with the University. His responsibilities include long-range planning for the health sciences, liaison with the California Legislature on health sciences education and clinical programs, and administration of statewide programs in geriatrics, AIDS, tobacco-related diseases, and breast cancer. He will retire as vice president for health affairs in January 2000, but at Atkinson's request he has agreed to serve as chair of the task force until it has completed its work.

Data on fall 1999 medical school enrollments is available at: http://www.ucop.edu/acadadv/datamgmt/meddata

Raises coming soon for career staff

BY LISA CISNEROS

Merit raises for career staff who are not covered by collective bargaining agreements average 3.5 percent this year for those in programs known as the Management and Senior Professional (MSP) and Professional and Support Staff (PSS), says Randy Lopez, UCSF assistant vice chancellor for human resources.

MSP and PSS employees also have greater earning potential with UCSF's newly expanded salary ranges. Employees who earned raises will see the extra income with their November 1 paychecks.

This year, information technology staff are eligible for higher merit raises — 8 percent — as part of a systemwide effort to bring their salaries closer to market rates. At UCSF, this special market adjustment applies to employees in the Programmer/Analyst, Computer Resource Analyst and Computing Resource Manager titles. Salary ranges for these titles were adjusted by 5 percent as well.

"We've had a difficult time attracting and retaining these people," says Lopez. Even with these adjustments the pay gap for these positions still lags. Add stock options, signing bonuses or perks like company cars and other incentives offered by high-tech giants and the compensation package is even more lopsided, he says.

"We just don't have the resources to compete with those kinds of enticements," Lopez says.

To be eligible for a merit increase: An employee must have been appointed as a career employee in any personnel program by April 1, 1999; and must have a performance evaluation completed within the past year.

Anecdotal evidence suggests, however, that although annual performance evaluations are required, some departments do not do them. Lopez says that while his office has no enforcement authority to ensure evaluations are done, his staff encourages department managers to do yearly job evaluations and offers training to managers in the process.

"Numerous studies suggest that employees are more productive when they receive annual performance evaluations," says Lopez, acknowledging the success at General Electric, a corporation known for performance-based management.

To qualify for a 3.5 percent hike, employees must "meet and exceed expectations," although that same job rating could bring raises as low as 2.6 percent or as high as 3.9 percent, depending on the evaluator and the distribution of performance ratings in a given department, Lopez explains.

How that evaluation translates into dollars can be explained this way: The highest-ranking PSS who "meets and exceeds expectations" can earn as much as $2,700 more per year while an MSP VII employee with the same job performance can earn up to $5,100 more. These are the best-case scenarios however; most MSP and PSS employees will get smaller raises.

While these raises may be nothing to write home about, Lopez says the pay hikes keep pace with current compensation trends. "The 3.5 percent control point for many job titles is well within the mainstream of where the nation and region are with raise budgets in recent years," he says.

Lopez says that the University began losing ground in compensation for many job titles in the early and mid-1990s compared to the market. He adds that while today's salary increase budgets are more competitive and exceed the inflation rate, UCSF still has some market problems stemming from earlier years, particularly in certain highly competitive areas.

At UCSF, the actual wage growth is often higher than the average 3.5 percent merit raise, when job reclassifications, promotions and special performance awards are counted. This year, UCSF career employees also are eligible for cash bonuses of 1.23 percent for special job performance.

Of course there are pockets of employees whose pay still lags behind the market, but the University is addressing the most egregious discrepancies, Lopez says, and will continue to work on this issue in the future. "We're looking at any groups of people who have substantial market-based salary inequities," Lopez says.

That UC is able to recruit and retain qualified people in the hot job fields is a testament to the combination of UC's relative job stability, collegial atmosphere, mission, and academic culture, Lopez says. Add the excellent benefits package and the prospect of University employment looks promising in today's marketplace.

And although each campus has more freedom to adjust salaries, such actions are subject to the realities of the budget, intercampus politics and union negotiations, says Lopez. Bringing salaries up to market rates is even more challenging, a mix of art and science, as UCSF determines which employers, which jobs and which benchmarks to use in comparison, he says. But Lopez says among the priorities for human resources is to continue to monitor salaries to correct disparities and improve pay systems.

After all, he says, the key to effective compensation is to boost productivity and morale — making people feel good about what they're doing here and valued for doing it.

In addition to being eligible for the same average merit increase of 3.5 percent, UC officials, including chancellors, vice chancellors and deans, also get raises to close the salary gap with their counterparts at comparable public and private universities. The UC Regents last month approved an 8.5 percent increase for UC President Richard C. Atkinson, raising his annual salary to $337,300.

University chancellors were awarded pay hikes averaging 8.1 percent, raising their average salary to $270,500. UCSF Chancellor Mike Bishop is the highest-paid chancellor in the ten-campus system, earning an annual salary of $335,000. Last year's salary increases for the chancellors averaged 18 percent. The pay hikes are expected to reduce the chancellors' salary gap with the national comparison group to 9.5 percent.

LISA CISNEROS

Free lunch at Laurel Heights

Employees at Laurel Heights celebrated on Sept. 22 the grand opening of the remodeled four-story facility, which features a child care center, employee lounge and eatery as well as a conference center that offers views of the city skyline. At the event, Empact Presents! (www.empact.ucsf.edu) issued a survey asking Laurel Heights employees what activities they'd like to see at the building, held a raffle and passed out complimentary coffee mugs and commuter cups. And joining Arguello Catering and Moffitt Catering were representatives from A.G. Ferrari Foods, who gave out free samples of lasagne and sandwiches. The caterer, (www.agferrari.com) with a menu that includes southern Italian-style meatballs in spicy tomato sauce and homemade pastas, will open its doors at Laurel Village at 3490 California Street next month. Pictured above are Richard De Gaetano and Bill Hubbard, general manager, with UCSF employees.

campus notes

Nominate for MLK awards

Nominations are now being sought for the Dr. Martin Luther King Jr. Awards to be given during MLK Week, January 2000. Three awards are given annually — one each to a faculty/academic member, a staff member and a student.

Nominations must be returned to the Affirmative Action/Equal Opportunity/Diversity Office, Box 0988, 3333 California St., Suite 101, by 5 p.m., Friday, Oct. 15.

Nominees should have:

- Promoted and advanced mutual respect, understanding and appreciation for the cultural and ethnic diversity;
- promoted and advanced the recruitment and hiring and admission of underrepresented ethnic groups;
- promoted and advanced the retention and career mentoring of underrepresented ethnic groups;
- assisted in ensuring an equal opportunity for career advancement for underrepresented ethnic groups; and
- encouraged the participation of traditionally underrepresented groups in campus committees, activities and events within the campus community.

Any member of the campus community may nominate someone. For more information or for nomination forms, call 476-4752. Nomination forms are available online, at the Office of the Chancellor, S 126, and at the Moffitt Hospital Information Desk.

Nominate for Sarlo awards

The UCSF AIDS Research Institute invites nominations for the first Sarlo Awards for Excellence in Mentoring, which recognize those members of the campus community who have performed extraordinary service as mentors to junior faculty, fellows, and students involved in HIV/AIDS research and clinical care.

Nominations must be submitted to the Sarlo Awards Committee, c/o David Robb, Campus Box 0886, by 5 p.m., Thursday, Oct. 28, 1999.

The diverse programs of the AIDS Research Institute throughout UCSF have a rich tradition of aiding and encouraging young scientists in their career development through mentoring. Candidates for the Sarlo Awards should be individuals who, in their role as mentors, have proven exceptional in their commitment and ability to stimulate, nurture, and inspire young minds.

Nominations can be submitted by anyone in the campus community. The awards, donated by George S. Sarlo and the Sarlo Family Foundation, will be presented by the UCSF AIDS Research Institute on World AIDS Day, December 1, 1999.

Academic Senate to hold electronic election

With the adoption of bylaws allowing for electronic voting, the Academic Senate will elect the faculty representative to the UCSF Stanford Health Care board of directors in mid-October.

Voting lists for Senate members, and clinical and adjunct faculty will be generated from job titles and e-mail addresses in the campus payroll system and Campus Locator System (CLS). If you are a Senate member, or a clinical faculty member with an 80 percent or greater appointment from the University, you are eligible to vote.

Voting lists for future elections also will be generated for all faculty by this process. Those with an e-mail address listed in the CLS, should receive an announcement by e-mail soon. To check the accuracy of the listing go to http://www.library.ucsf.edu/phone/ or through the campus home page. If your e-mail address is incorrect or is unlisted, contact your department personnel analyst or senior administrative officer and have your information corrected. Those without e-mail addresses are eligible to vote by contacting the Academic Senate office at 476-4245 for a paper ballot.

ABOG updates its mission for new millennium

BY LISA CISNEROS

Never mind the name, the Academic Business Officers Group (ABOG) offers membership to UCSF and UCSF Stanford Health Care employees at the administrative assistant level III and above.

But Cathy Sandeen, an assistant dean in the School of Dentistry who co-chairs the organization, is not ready to forsake the name and its 30-year history.

Born in the 1960s at UC Irvine when a group of mostly science administrators began to share information and management techniques, the concept eventually spread to other UC campuses. At UCSF, ABOG evolved from a group of managers and department chairs who began meeting after an all-day conference. The group adopted the ABOG name in the mid-1970s to show alliance to other groups meeting systemwide.

Today, UCSF's ABOG is reaching out to the campus community to spread the word about the benefits of belonging. Simply said, ABOG supports staff through advocacy, education, communication and outreach. For the $40 annual membership fee, ABOG members can participate in:

- Educational programs that promote personal and professional development, foster a dialogue with campus leaders and provide a forum to address current campus issues and common areas of concern;
- a day-long conference on career development topics such as team building and managing change and stress;
- informal social events to meet colleagues and campus leaders; and
- a formal mentorship program that matches the interests and personalities of senior campus staff with junior employees to assist their upward mobility.

For Sandeen ABOG has "been a real life-saver" that has helped her to do her job better and introduced her to new friends.

"When I first came to UCSF in 1990, ABOG meetings and events provided me invaluable networking opportunities. I learned about how the campus works and how to get things done much more quickly than if I had tried to assimilate this transition on my own," she says. "Now that I'm involved in helping to guide ABOG over the next year, I benefit from giving back to an organization that assisted me."

For Karen Eldred, public affairs manager, ABOG has always been an "opportunity to learn from other's experiences and best practices." Eldred, who joined ABOG when she started working at UCSF in 1986, has also been involved at the statewide level, serving as chair of the statewide conference planning committee and helping out at the Business Officers Institute. "I value the collegiality and friendships I've made with managers from the other eight campuses. My career at the University is enhanced and much more interesting as a result of these relationships," Eldred says.

Paulette Gregg, assistant director of the Cardiovascular Research Institute, has found ABOG to be an invaluable experience in several ways. "As ABOG co-chair for 1998-99, I became aware of campuswide administrative issues and had the opportunity to address these, along with co-chair Rob DuWors, with campus leaders," she says. "But the most rewarding experience from my participation in ABOG is the wonderful colleagues I have met and worked with."

But while the 400 ABOG members may recognize the advantages of being part of this campuswide group, a recent survey found that ABOG needs to do a better job making its presence known. During a day-long strategic planning session over the summer, the steering committee brainstormed on how to lead the group into the next millennium. As a result, ABOG updated its mission and redefined its goals for the next two years. Besides growing its membership, ABOG has set its sights on increasing its sphere of influence among campus leaders and committees, providing more input to Human Resources and building a sense of community in part by electing site representatives.

Right now ABOG members serve on several key campus committees that help shape the quality of work life at UCSF. Indeed, ABOG members are particularly interested in helping to create a supportive work environment and are looking at what other committees to join. Last year, ABOG addressed work-life issues with forums about avoiding burnout and managing stress.

Sandeen's experiences in recent years have led her to believe that today more than ever employees need the morale-boosting camaraderie that comes along with membership. Members have also expressed a need to be better informed about issues of common concern, such as the UCSF Stanford merger and the recent embezzlement.

"We hope to do a panel discussion about UCSF Stanford," says Sandeen, who is waiting to see what the future may hold for the health care system before planning the agenda.

As for the recent embezzlement, Sandeen says members could benefit from learning about the controls and procedures that have been put into place to prevent further incidents.

But while joining ABOG may be an individual choice, participating regularly in its events requires institutional approvals for release time.

"We try to schedule events around lunch time, but that's not always possible," Sandeen says.

ABOG's fall kick-off event, for instance, is a luncheon scheduled for Wednesday, Oct. 27, when Chancellor Mike Bishop will respond to members' questions sent to him in advance.

"I recognize that we're all busy, but we have to take responsibility for asking [our employers] for what we need to become better employees," Sandeen says.

LISA CISNEROS

Cathy Sandeen

(USHC FROM PAGE 1)

Measuring faculty support

Getting faculty leaders to support further integration of clinical programs beyond the successes achieved in pediatrics is seen as critical to the success of the merger. The state audit report, released in August, was an independent confirmation that during its first 18 months UCSF Stanford has been unable to achieve expected clinical and fiscal benefits due to failure to fully integrate faculty.

At the Regents' meeting last month, Regent Tom Sayles asked if the faculty has the "will" to make the merger work. Regent Meredith Khachigian, chair of the Committee on Health Services, noted that the success of the merger hinges on faculty cooperation. "It can't work from the top down. It has to work from the bottom up."

But measuring faculty desire to continue the merger is difficult. Prior to the merger, only a handful of UCSF faculty members voiced opposition to the deal. Today, some faculty remain committed to making it work, as long as it does not erode the quality of care, research or teaching. Few have publicly denounced the merger or called for its dissolution.

Lawrence Pitts, professor of neurosurgery and chair of the Academic Senate, acknowledges faculty frustration at the "poor management" at UCSF Stanford over the past 18 months and little input from faculty 'rank and file' in decision making. He says the Academic Senate is now trying to enlist the faculty to help UCSF Stanford regain financial stability.

"The faculty recognizes that the problem has several 'faces' that make solutions difficult," says Pitts, referring to managed care and poor reimbursement rates. "With or without the merger, we must try to reduce costs as far as medically safe and appropriate, and must try to design and conduct programs that will make patients want to come to UCSF Stanford. The institutions must be fiscally sound to allow the faculty to continue their historically important roles of excellence in teaching, research and patient care."

Neal Cohen, professor and vice chair of anesthesia and chair of the School of Medicine's faculty council, says that although the faculty is disheartened, he believes that faculty "will do whatever is necessary to allow UCSF to continue to be a premier academic medical center.

"But," Cohen says, "we want to know that the leadership understands and appreciates UCSF's academic mission. They need to know what has worked in the past at UCSF: That faculty, hospital administration and University administration work together to find solutions, and solutions are not imposed on us."

Asked if the success of faculty integration of children's health services could be replicated in other areas, Lee Goldman, acting vice chancellor for medical affairs, says yes.

However, he says, virtually all efforts to integrate clinical services were frozen when news of UCSF Stanford's financial losses diverted faculty attention. "My guess is it will take time to get those [integration initiatives] started," he says. "I do believe we'll be able to get back on track."

Goldman noted that besides the financial incentives that have prompted collaboration in pediatrics, namely financial help from the Lucile Packard Foundation, it's not surprising that pediatric clinical integration is further along than adult services. In children's services, UCSF and Stanford's only major competitors were each other, he said, whereas UCSF Stanford's adult services also must compete with other local hospitals. "Therefore, our ability to make internally focused decisions regarding consolidation is limited," Goldman says.

Still, Goldman believes UCSF Stanford faculty, given time and fiscal incentives, can integrate adult services if academically appropriate.

Asked about the additional obstacle of commuting the 37.5-mile distance between San Francisco and Stanford, Larry Shapiro, professor and chair of pediatrics, noted that faculty have used videoconferencing for weekly meetings and field diagnoses. Only a few pediatric faculty have to travel to both sites to see patients, he said. Some have made other arrangements. For example, an electrophysiologist, who was jointly recruited, has made his home in Burlingame, Shapiro noted.

new recycle bins

Thanks to a grant from the California Department of Conservation, UCSF employees can now recycle aluminum cans, glass bottles and plastic bottles in new green recycling bins placed around the Parnassus campus.

University of California San Francisco

UCSF

Facilities Management
Recycling Program

www.fm.ucsf.edu/energy.htm

calendar

October 9–22, 1999

9 saturday

BREAST CANCER FUND-RAISER: The UCSF Cancer Center urges your participation in the "Marti Nelson Stride for Life," 8:30 a.m., Vacaville. The 5K/10K walk/run also includes a free kids' fun run at 10 a.m. The registration fee, which includes a T-shirt and the chance to win raffle prizes, is $20 on race day. This event benefits the Marti Nelson Cancer Research Foundation, a nonprofit organization established to help people diagnosed with cancer.

TASTE FOR THE CURE: The Junior League of SF and Mount Zion Medical Center Auxiliary host "Taste for the Cure," 1-3 p.m., Hamm's Building, 1550 Bryant St., San Francisco. This fund-raiser benefits the UCSF Carol Franc Buck Breast Cancer Center. SF chefs demonstrate healthy cooking. Call 885-7277.

WINE-TASTING TOUR: The Hospitals Auxiliary of the UCSF Medical Center sponsors a special charitable benefit, "Celebrating the Crush — Harvest Tour," 1:30 p.m., Pezzi King Vineyards, 3225 Dry Creek Road, Healdsburg. Reservations, limited to 150 people, are $150 per person. Call 476-4906.

FREESTYLE STROKE CLINIC: Millberry Programs & Services offers this course, 6:15-7:15 p.m., Millberry Union Fitness Center, Parnassus. Call 502-2118.

11 monday

WEB PUBLISHING CLASS: Facilities Management offers a class on "Microsoft Frontpage," 9 a.m.-4 p.m., Oct. 11 & 12, 3130 Harrison St. This course teaches basic Web creation and management skills. Cost: $430. Call 597-9247.

HEALTH POLICY SEMINAR: "Resolving Research Dilemmas: Case Discussions," noon-1 p.m., Laurel Heights, 3333 California St., Rm. 263. Sponsored by the Institute for Health Policy Studies and the Institute for Health & Aging. Call 476-4924.

DEAN'S RESEARCH SEMINAR SERIES: Irwin D. Kuntz Jr., professor, pharmaceutical chemistry and director, Molecular Design Institute, and James McKerrow, professor, pathology, present "Structure-Based Drug Design," 3:30 p.m., N 225, Parnassus. Video relay at SFGHMC Medical Library, Mount Zion's Herbst Hall, and VAMC Bldg. 203, Rm. 1A32. For more information, visit www.som.ucsf.edu/drss, or call 502-6450.

FOR YOUR EYES ONLY: David Hwang, associate professor of clinical ophthalmology and co-director, cornea & refractive surgery service, presents "Better Vision Now," 6 p.m., 1500 Ralston Ave., College of Notre Dame, Cuvilly Hall, Room 22, Belmont. Learn new surgery options for vision correction. Free. Call 476-5021.

12 tuesday

HIV RESEARCH SEMINAR: The UCSF Gladstone Institute of Virology & Immunology Center for AIDS Research, on behalf of the National Center for AIDS Research, presents "Deciphering the Biology of HIV for Prevention & Treatment," 8 a.m.-5 p.m., Cole Hall, Parnassus. This one-day symposium on HIV treatment and prevention, designed for all HIV/AIDS investigators reviews the new basic, clinical and behavioral studies that provide important insights into the biology of HIV prevention and treatment. Registration is $35; students may register at no charge with student identification. Registration is required for all participants. Call 920-7000.

STUDENT ENRICHMENT: Peggy Ryan, learning specialist, presents "Advanced Learning Skills: Creative Links to Studying," noon-1 p.m., N 217, Parnassus. This presentation will focus on memory, mnemonics and creativity as tools to use in advanced learning. Call 502-2442.

13 wednesday

GI FELLOWS COURSE: Geetanjali Akerkar, GI Division, VAMC, presents "Inflammatory Bowel Disease – Crohn's," 8-9 a.m., S 214, Parnassus.

GI GRAND ROUNDS: Samuel Klein, William H. Danford professor of medicine and director, Center for Human Nutrition, Washington University, presents "Advances in Obesity Management," 9-10 a.m., S 214, Parnassus.

SAFETY FAIR: The UCSF Medical Center, part of UCSF Stanford Health Care, hosts annual safety fair, 11 a.m.-2 p.m., Parnassus.

BROWN BAG LECTURE: Michael A. Rodriguez, assistant professor in residence, department of family and community medicine, presents "Do Tell (About Intimate Partner Abuse)," 12:10-1 p.m., enter at 513 Parnassus, then go to HSW 300. Hear what guidelines can be instituted for the screening and managing intimate partner abuse in a busy clinical setting. Sponsored by Public Service Programs. Call 476-4394.

BLOOD DRIVE: Donate blood, 1-5 p.m., Executive Park (Candlestick), Rm. 156. Tasty refreshments and great raffle prizes. Call 476-6989.

PSYCHIATRY GRAND ROUNDS: Kenneth S. Kendler, Rachel Brown Banks Distinguished Professor of Psychiatry and professor, human genetics, Medical College of Virginia, presents "Psychiatric Genetics: A Report from the Front," 4-5 p.m., Langley Porter Psychiatric Institute, Room. 190, Parnassus. Call 476-7730.

FITNESS OPEN HOUSE: Millberry Programs & Services hosts an open house titled "Personal Best Fitness and Nutrition Programs," 5:30-6:30 p.m., Millberry Union Conference Center, Parnassus. Meet the trainers who can help you achieve your fitness goals and have your flexibility and body fat analyzed. Call 476-3588.

BREAST CANCER FORUM: Debu Tripathy, presents "Lifestyle Choices: How Much Does It Matter?" 6-8 p.m., 2356 Sutter St., 3rd Flr. Conf. Rm. The Bay Area Breast Cancer Forum is a standing meeting for providers, researchers, patients, advocates, friends, and families. A light dinner will begin at 6 p.m., followed by discussion from 6:30-8 p.m. Call 885-3738.

UROLOGY GRAND ROUNDS: The department of urology hosts "Death and Complications," 6-8 p.m., HSW 300, Parnassus.

HISTORY OF SFGH: Moses Grossman, author and professor emeritus, presents "The History of San Francisco General Hospital," 8 p.m., HSW 300, Parnassus. Grossman will cover the highlights in his new book. (See story on page 1.) Guests are welcome. Sponsored by the Bay Area History of Medicine Club. Call 567-3535.

14 thursday

REGENTS MEET AT LAUREL HEIGHTS

PEDIATRIC ROUNDS: Ernest Seidman, professor, pediatrics and chief, division of GI and nutrition, St. Justine's Hospital, University of Montreal, presents "Optimizing Therapy for IBD: The Role of Pharmacogenomics and 6-MP Metabolite Measurement," 8-9 a.m., HSW 300, Parnassus.

DIABETES SEMINAR: The Diabetes Teaching Center offers a "One-Day Diabetes Survival Skills Course," Parnassus. Learn the basic etiology of diabetes, medications, blood glucose monitoring, nutrition and exercise. Cost varies depending on insurance. Call 476-5029.

MEDICAL GRAND ROUNDS: David M. Irby, professor, medicine and vice dean, medical education, School of Medicine, presents "Time Efficient Strategies for Teaching in the Ambulatory Setting," noon-1 p.m., N 225, Parnassus. Call 502-2762.

CHANCELLOR'S CONCERT: The "Chancellor's Concert Fall '99 Series" begins today, 12:15-12:45 p.m., Cole Hall, Parnassus. Members of the SF Symphony, including Luis Baez, clarinet; Paul Brancato, violin; Robin Sharp, violin; Geraldine Walther, viola; and Barbara Andres, cello, perform Mozart's Clarinet Quintet in A Minor.

AWARENESS THROUGH MOVEMENT: The Clinical Services Research Program offers this class series, Oct. 14 through Dec. 9, 1:10-2:10 p.m., Millberry Union Fitness Center, Parnassus. This therapy is excellent for seniors, people who are recovering from an injury, have back troubles or chronic pain. It is also widely recognized as a stress reduction technique. Fees. Call 476-1115.

COLE HALL CINEMA: "Charade" & "The Night of The Hunter," not rated, 5:45 & 8:15 p.m., Cole Hall, Parnassus. Double feature classic thriller night! Admission: $2-3.50. Tickets available at the door. Box office opens about a half-hour before showtime. All films are subject to change. Call 476-6932 for updated information before coming to the cinema.

15 friday

COLE HALL CINEMA: See Oct. 14 listing. Showtimes are 6:30 & 8:45 p.m.

16 saturday

BREAST CANCER SYMPOSIUM: "Healing Choices/Bridging Communities," a symposium for breast cancer and integrative medicine initiated by breast cancer survivors/advocates, will be held from 8:30 a.m. to 4:15 p.m., Cole Hall, Parnassus. The symposium is designed to promote awareness of integrative medicine for breast cancer. Registration fee is $10 with lunch provided. Scholarships are available. Seating is limited to 500. Call 273-1166.

17 sunday

RACE FOR THE CURE: UCSF Stanford Health Care organizes a team (No. 38) for this year's "Race for the Cure," 8:30 a.m., Sharon Meadow, Golden Gate Park. The 5K-run/1K walk benefits the Susan G. Komen Breast Cancer Foundation. Call 800/888-8664.

BACKCOUNTRY COOKING: Outdoors Unlimited teaches how to be a backcountry gourmet in this full-day workshop at Golden Gate Park. Bring along your favorite stove. Free. Call 502-2122.

18 monday

HEALTH POLICY SEMINAR: "Is Informed Consent Informed or Consensual?" noon-1 p.m., Laurel Heights, 3333 California St., Rm. 263. Sponsored by the Institute for Health Policy Studies and the Institute for Health & Aging. Call 476-4924.

FOR YOUR EYES ONLY: Richard Abbott, cornea & refractive surgery service, presents "Better Vision Now," 6 p.m., 8 Kirkham St. Learn new surgery options for vision correction. Call 476-5021.

19 tuesday

DIABETES SEMINAR: The Diabetes Teaching Center offers a "Four-Day Seminar for People Taking Insulin," Oct. 19-22, Parnassus. This workshop includes individual assessments and instruction in diabetes self-management. Cost varies depending on insurance. Call 476-5029.

NOONTIME FILM SERIES: The Disability Interest Group at UCSF presents "Travis," noon-1 p.m., S 178, Parnassus. Travis Jefferies is a ten-year-old African-American boy with a warm personality, an infectious smile and full-blown AIDS. Please do not to wear scented products. For more information or to arrange accommodations, call 502-7097.

STUDENT ENRICHMENT: Jeff Hanson, Access Group, Inc., presents "Finances: Personal Money Matters," noon-1 p.m., N 217, Parnassus. Call 502-2442.

BROWN BAG LECTURE: Bruce L. Miller, professor, neurology, presents "Differential Diagnosis of Dementia," 12:10-1 p.m., Mount Zion, 1600 Divisadero, Herbst Hall. Hear about new clinical, genetic and laboratory advances in the differential diagnosis of dementia. Sponsored by Public Service Programs. Call 476-4394.

20 wednesday

GI FELLOWS COURSE: Geetanjali Akerkar, GI Division, VAMC, presents "Inflammatory Bowel Disease – Ulcerative Colitis," 8-9 a.m., S 214, Parnassus.

BROWN BAG LECTURE: Roger A. Pederson, professor, ob/gyn sciences and research director, reproductive genetics unit, presents "Stemming Disease," 12:10-1 p.m., enter at 513 Parnassus, then go to HSW 300. Hear an update in the promise and potential human embryonic stem cells and their use for transplantation surgery. Sponsored by Public Service Programs. Call 476-4394.

DERMATOLOGY SEMINAR: Stephan Weber and Hadi Maini, UC Berkeley, present "Oxidative Stress to the Skin," 1 p.m., 90 Medical Center Way, Surge Building, Room 110. Call 476-2468.

PSYCHIATRY GRAND ROUNDS: David F. Tolin, assistant professor and director of clinical trials, Center for Treatment and Study of Anxiety, University of Pennsylvania, presents "Obsessive-Compulsive Disorders," 4-5 p.m., Langley Porter Psychiatric Institute, Room 190, Parnassus. Call 476-7730.

21 thursday

SURGERY GRAND ROUNDS: Jeffrey M. Arbiet, associate professor, surgery, presents grand rounds, 7-8 a.m., Toland Hall, Parnassus. Sponsored by the department of surgery. Call 476-0972.

ON CLINICAL TRIALS: The department of epidemiology and biostatistics, School of Medicine, presents the eighth symposium on "Clinical Trials: Design, Methods, and Controversies," Oct. 21-22, Laurel Heights auditorium, 3333 California St. This two-day symposium focuses on the design and implementation of clinical trials. Fees. To register, call 476-5808.

TOUR MISSION BAY: Public Service Programs offers tours of Mission Bay, noon, every third Thursday of each month. Tours will begin and end at the UCSF library. Tour participants will view the area where UCSF will break ground for the first research building at the 43-acre campus and will stop at the Catellus Mission Bay Visitor's Center, located at 255 Channel St., to see plans for the revitalization of the entire 303-acre neighborhood. Call 476-4394.

MEDICAL GRAND ROUNDS: C. Seth Landefeld, professor, medicine and chief, division of geriatrics, UCSF VAMC, presents "Drug Companies and Us," noon-1 p.m., N 225, Parnassus. Call 502-2762.

CHANCELLOR'S CONCERT: Roger Wiesmeyer, oboe, Candace Guirao, violin, Emily Onderdouk, viola and Venessa Ruotolo, cello, perform Mozart's Quartet for Oboe and Strings, KV 370 and Hinkley's Oboe Quartet (world premier), 12:15-12:45 p.m., Cole Hall, Parnassus Opening remarks by Chancellor Mike Bishop.

AWARENESS THROUGH MOVEMENT: See Oct. 14 listing for details.

COLE HALL CINEMA: "Healing By Killing" (not rated), 5:45 & 7:45 p.m., Cole Hall, Parnassus. Admission: $2-3.50. Tickets available at the door. Box office opens about a half-hour before showtime. All films are subject to change. Call 476-6932.

22 friday

CARCINOID CONFERENCE: The Cancer Resource Center co-sponsors a two-day conference for "Carcinoid Tumor Patients," Oct. 22-23, SF Airport Marriott Hotel. This is a rare opportunity for carcinoid tumor patients to get together and attend a conference addressing their specific concerns. To register, please call 885-3693.

COLE HALL CINEMA: See Oct. 21 listing. Showtimes are 6:30 & 8:15 p.m.